

# COUNTY OF SAN DIEGO

THE NOBLEST MOTIVE IS THE PUBLIC GOOD



DIRECTOR, REGIONAL OPERATIONS  
HEALTH & HUMAN SERVICES AGENCY  
East / North Central Regions  
Starting Pay Range \$150,000 to \$156,000  
Excellent Benefits Package

## DIRECTOR, REGIONAL OPERATIONS | COUNTY OF SAN DIEGO

### HEALTH & HUMAN SERVICES AGENCY | EAST/NORTH CENTRAL REGIONS

The Health & Human Services Agency (HHS) of the County of San Diego is seeking on line applications and résumés from qualified individuals for Director, Regional Operations, to fill one current vacancy in East/North Central Regions. HHS is one of five groups of the San Diego County government and is committed to advancing the County's vision of *Live Well San Diego*, of a region that is Building Better Health, Living Safely and Thriving. Based upon a foundation of community engagement, involvement, *Live Well San Diego* seeks population health wellness through community engagement and collective impact.

To learn more about *Live Well San Diego*, click [here](#).

There is currently one Director, Regional Operations vacancy in East/North Central Regions. Under the administrative direction of the Director, Health and Human Services Agency, this executive position will be responsible for the oversight of providing direct services to residents, such as child protection, immunizations, public health nurse visits, and enrollment of residents into health care, nutrition, and temporary financial assistance programs, in the East and North Central regions.

### THE IDEAL CANDIDATE

HHS is seeking a dynamic, independent, and innovative leader who has experience managing integrated, regionalized, community-based services, developing and implementing policies, conducting legislative analysis, preparing executive reports, and presenting to higher level management in a social services department.

The ideal candidate for this division will possess a bachelor's degree or higher; and five years of experience that demonstrates the ability to perform complex management functions for a large agency or organization, which must include one year of management level experience and supervision. Please click [here](#) for additional information on the job classification for Director, Regional Operations.

The ideal candidate will also possess a professional history that demonstrates the following experience & leadership competencies:

- Anticipates and prepares for opportunities not obvious to others
- Sets and achieves challenging goals for department/unit
- Consensus builder
- Actively seeks opportunities to improve status quo
- Anticipates and prepares for opportunities not obvious to others
- Maintains a global perspective in all activities and decisions
- Carefully considers implications and impact of decisions across time and on others
- Demonstrates an understanding of multiple stakeholder needs
- Mentors and coaches managers, peers, and leaders
- Persists over time in the face of obstacles
- Demonstrates a comprehensive understanding of the political and organizational implications of decision-making, not obvious to others
- Ability to set organizational priorities, assess stakeholders interests, develop sound strategies, and engage effectively with key stakeholders

### MINIMUM QUALIFICATIONS

A bachelor's degree from an accredited U.S. college or university or certified foreign studies equivalency AND five years of management level experience that demonstrates the ability to perform the essential functions of the classification. Experience must include at least one year of supervision.

**Notes:** A master's degree or higher degree may substitute for a total of one year of experience and cannot be applied to the required one year of supervision.

### BENEFITS

- Fifteen days of paid vacation, thirteen days of paid sick leave, and thirteen paid holidays.
- Medical, dental, and vision insurance plans.
- Disability Insurance, Life Insurance, and Accidental Death/Dismemberment Insurance.
- Flexible Management Benefit Package – a monthly credit may be used to select benefits from a group of options.
- Defined benefit retirement program.
- Reciprocity with other governmental retirement systems may be granted; for further information, the website for the San Diego County Employees Retirement System can be accessed [here](#)
- May be eligible for relocation allowance.
- Deferred Compensation Program (457) and 401(a) plans.
- Automobile allowance.

### COMPENSATION

The annual salary range upon appointment for this position will be \$150,000 to \$156,000.

To view the full salary range for this classification, click [here](#). Placement within this range is dependent upon the qualifications of the successful candidate. Annual salary reviews are performance-based and goal-oriented.



## EAST/NORTH CENTRAL REGIONS

San Diego County is comprised of 3.2 million residents who live in 18 incorporated cities and 17 unincorporated communities with are urban, suburban, and rural. These communities reflect great diversity in ethnicity, socioeconomic status, and age. The county is also home to the largest naval fleet in the world, has more Indian reservations than any other county in the United States, and is ranked first among refugee admissions to California.

To address this diversity and the unique needs of each community, the Health and Human Services Agency (HHSA) has divided the county into six geographic service regions. Each region provides direct services such as child protection, immunizations, public health nurse visits, and enrollment of more than 762,000 residents into health care, nutrition, and temporary financial assistance programs. These services are provided in all regions through six public health centers, ten family resource centers, two call centers, and staff that work in the field.

In addition to providing direct services, the regions collaborate with partners to address the uniqueness of their own communities, identify emerging needs, and develop shared goals to advance *Live Well San Diego*, a countywide initiative to improve health, safety and well-being for all residents.

In order to deliver these essential services, Regional Operations has 3,184 staff and a budget of \$615.2 million, which includes assistance aid payments for residents.



## THE COUNTY OF SAN DIEGO

The mission of the County of San Diego is to provide the residents of San Diego County with superior County services in terms of quality, timeliness, and value in order to improve the region's Quality of Life.

- The County covers 4,261 square miles, extending 75 miles along the Pacific Coast from Mexico to Orange County and inland 75 miles to Imperial County along the international border shared with Mexico.
- San Diego enjoys a wide variety of climate and terrain, from coastal plains and fertile inland valleys, to mountain ranges, forests, and the Anza-Borrego Desert. The average annual rainfall is only 10 inches.
- The County is governed by a five-member Board of Supervisors elected to four-year terms in district, non-partisan elections.
- There are 18 incorporated cities and a large number of unincorporated communities.
- County services are provided by five business groups, that are headed by General Managers, who report to the Chief Administrative Officer (CAO).
- The County has a budget of \$5.08 billion and provides services to the residents of the County through its nearly 17,000 employees in 42 different departments.

### GENERAL MANAGEMENT SYSTEM

The County engages in a continuous cycle of planning, implementing, evaluating, and renewing the planning process. The County's comprehensive guide for managing this cyclic process is called the General Management System (GMS). For more information regarding GMS, please [click here](#). The successful candidate must have a general understanding of the General Management System.

# APPLICATION PROCESS AND RECRUITMENT SCHEDULE

Applications may be accessed and submitted on-line. To apply, go to [www.sdcounty.ca.gov](http://www.sdcounty.ca.gov), then link to jobs; or click [here](#).

In addition to completing the application, please submit an updated résumé indicating academic degrees held and dates conferred, employment history and positions held, dates of service, areas of experience, levels of responsibility, reporting structure, key duties performed, number of direct reports or staff, and salary information.

Applications and résumés will be initially screened for minimum qualifications. An evaluation board will convene to review submittals and identify top competitors to be considered for further evaluation.

## SPECIAL NOTES

Persons serving in positions in the Unclassified Service do not accrue tenure and serve at the pleasure of the appointing authority. The provisions of this job announcement may be modified or revoked and do not constitute an expressed or implied contract. Qualified women, minorities, and persons with disabilities are encouraged to apply. Reasonable accommodation may be made to enable an individual with qualified disabilities to perform the essential functions of a job, on a case-by-case basis.

## NOTES

The County of San Diego and its employees embrace the *Live Well San Diego* vision: A region that is Building Better Health, Living Safely and Thriving. Click here for more in-formation [www.livewellsd.org](http://www.livewellsd.org).



Under California Government Code Sections 3100 - 3109, public employees are designated as **disaster service workers**. The term "public employees" includes all persons employed by the state or any *county*, city, state agency, or public district. Disaster service workers are required to participate in such disaster service activities as may be assigned to them by their employer or by law.

## CONTACT INFORMATION

You may direct any questions regarding the application and selection process to Emily Fick, Human Resources Analyst, Department of Human Resources, [Emily.Fick@sdcounty.ca.gov](mailto:Emily.Fick@sdcounty.ca.gov).

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